

FOSSAC News

"Providing Naval Forces and Other Customers with Quality Logistics, Engineering, Training and other Support Services"

FITTING OUT AND SUPPLY SUPPORT ASSISTANCE CENTER - A NAVSUP "ONE-TOUCH" COMMAND

FOSSAC... The Difference is "Focused Drive"...

As I return from San Diego, I want to congratulate AK1(AW) John R. Raquel from our FOSAT Detachment on being selected FOSSAC "Sailor of the Year". While in San Diego, I had the opportunity to observe, first-hand, the provisions on-load concept of operations currently being tested in that homeport and executed by our ISSOP Region 3 team. While observing the evolution and seeing our team in action, it came to me that the FOSSAC difference is "Focused Drive".

This competency requires the right balance of Focus and Drive. Focus is the ability to maintain attention on key issues despite interruptions. Drive is characterized by acting decisively to make things happen. Enough focus but not enough drive will not produce many results. Plenty of drive but little focus, on the other hand, fails to produce the right results. Though we have some growing pains and lessons still to be learned over

the next seven months of the test period, I am convinced, that our corporate "Focused Drive" exhibited by Region 3 will make this concept a resounding success.

This evidences yet another common characteristic of FOSSAC in the arena of high-impact organizations: they all want to grow and are always pushing themselves further and further past their current limits. FOSSAC...the difference is a professional team, operating out of the warehouse with the "Focused Drive" to succeed!



Keep Raising the Bar!

Henry Conde
Captain, SC, USN
Commanding Officer

Where's the Working Party? The NEW Loadout...

by Dave Helmick

The Fitting Out And Supply Support Assistance Center (FOSSAC), Naval Supply Systems Command (NAVSUP), Fleet and Industrial Supply Center (FISC) San Diego, and Defense Supply Center Philadelphia have established a partnership in developing the "Contractor Subsistence Load-Out Program". The goal of this program is to take the workload off of the sailor by providing contractors to load provisions deliveries. No more working parties? Sure! Instead, contract civilian laborers are employed to load stores from the pier right into the shipboard storeroom.

The initiative was kicked off with a prototype that will run in San Diego until 30 Sep 2001. At 0845 on 1 March 2001, contractors were at Pier 9, 32nd Street and Pt. Loma Subbase ready to work. The material included frozen foods, fresh fruits & vegetables, soda, bread, ship's store material and ice cream. By 1400, they had loaded 1705 cases aboard USS OGDEN, 360 cases aboard USS

CORONADO and stowed 585 cases aboard USS TARAWA. Surface ships and submarines in the San Diego operating area will be involved from inception, with AIRPAC units benefiting from this service beginning 01 Apr 2001. The goal of the prototype period is to identify best practices for the effort. The FOSSAC Inter-Service Supply Support Operations Program (ISSOP) will serve as program manager. They will work closely with the FISC San Diego Logistics Support Center (LSC) driving this program successfully through the prototype stage. The program, in support of Afloat Supply Department of the Future (ASDOF) initiatives, will begin navy-wide 01 Oct 2001.

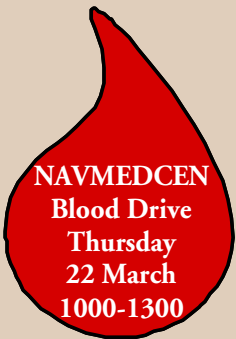
It is envisioned that the transition from subsistence working parties staffed by sailors to working parties staffed by a majority of contractor personnel will be seamless for afloat units, and contribute to a substantially improved shipboard working environment.



Contractors load material aboard
USS PRINCETON (CG-59).

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FOSSAC News



NAVMECEN
Blood Drive
Thursday
22 March
1000-1300



COMMANDING OFFICER
USS WINSTON S. CHURCHILL (DDG 81)
FPO AE 09091-4267

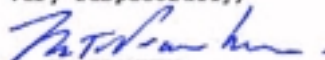
09 February 2001

Dear Captain,

I have heard many good things from previous pre-commissioning units regarding FOSSAC's on-site assistance. After working with your team, I can assure you that the praise was not sufficient to justify all that the FOSSAC team has done for our supply department. With your team's help, my supply department is second to none. I appreciate the customer oriented focus of each team member and the extra hours they spent giving as the finishing touch.

I appreciate your assistance during this long and arduous road from a command-in-training to a completed war ship. Once again, thank you to you and your team.

Very respectfully,



R. T. FRANKEN
Commander, U.S. Navy

Commanding Officer
Fitting Out and Supply Support
Assistance Center
P. O. BOX 15129
Norfolk, VA 23511-0129

Kudos to FOSAT's Outfitting Group

It's always great to see letters like this one come in. Great Job Outfitters!!

TSP Funds Rise In January



The Federal Retirement Thrift Investment Board reports that the Thrift Savings Plan's Common Stock (C) Fund rose a hefty 3.55 percent last month, after declining throughout most of last year. The Fixed-Income Bonds (F) Fund also increased 1.65 percent in January, while the Government Securities (G) Fund gained 0.46 percent. In the last twelve months, the C Fund declined 0.93 percent, the F Fund rose 13.90 percent, and the G Fund increased 6.32 percent.

FEDtechnology.com, Tuesday, February 13, 2001

Published by fedamerica.com

Price Challenge Hotline

by Carolyn Kistler



FOSSAC'S Price Challenge Hotline is off to a running start for FY01. We have already received 900 challenges to high prices. Challenges are received from both sailors and civilians interested in making sure their command's dollars go as far as possible. This year alone, over 125 ships and shore commands around the world have sent in challenges. Every command is a winner when high prices are reduced. As an added incentive, challenges that realize significant cost avoidance may qualify for a cash award. Through the end of January, the Hotline has paid out 33 awards totaling \$4500.

Challenges are received by FAX (DSN 646-2019, commercial (757) 443-2019), postal service, and increasingly, by e-mail. If a price is found that seems incorrect for any reason, the challenger can send an email to pricechallengehotline@fossac.navy.mil.

FOSSAC Newsletter

This newsletter is an authorized publication for members of the military service and civilian personnel of the Fitting Out and Supply Support Assistance Center, Norfolk, VA and its detachments. It is a bimonthly publication published by the FOSSAC Public Affairs Office, located in Building A-67, Naval Station Norfolk. Contents of the FOSSAC Newsletter do not necessarily reflect the official views of the U.S. government, the Department of Defense, or the U.S. Navy and do not imply endorsement thereof. The editorial content of this newspaper is prepared, edited, and provided by the Public Affairs Office of the Fitting Out and Supply Support Assistance Center (FOSSAC), Code 0MIC, P.O. Box 15129, Norfolk, Va. 23511-0129. For information, contact PJ Humphries, Public Affairs/editor, at (757)443-5008.

CAPT Henry Conde, SC, USN . Commanding Officer
CDR Lito Magsombol Executive Officer
Ms. PJ Humphries Editor

He or she could also call the Hotline recording at DSN 646-2006 or commercial (757) 443-2006. The message will ask you to leave your phone number and one of the Price Challenge staff will call back and get the information needed to open a case.

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Customer Service is the Name of the Game by Paul Andrews

Many people probably don't realize that, except for running the Navy's Price Challenge Hotline, we at FOSSAC receive no direct mission funds from NAVSUP. That lifeline was severed long ago. From performing cost analyses and proposal reviews for NAVAIR, to preparing BCA's and repairables analyses for DLA and NAVICP, everything we do is funded reimbursably. From that perspective, the quality of our products and the relationships with our individual customers is critical. If we don't perform to, or hopefully exceed, their expectations of high quality at a reasonable price, we will probably lose their business.... and we should.

In FOSSAC's PriceFighter\$, excellent customer service is paramount to everything else we do. Every employee is attune to it, understands it, and lives by it. It is each employee's responsibility to completely understand his/her individual customer's needs and fears, and work with the utmost dedication to both satisfy their needs and reduce or remove their anxieties. It is the establishment of this positive, comfortable "relationship" with the customer that makes him

(1) want to come back for more and (2) tell their friends/coworkers. In fact, probably about 80 percent of our reimbursable funding each year comes from return customers, many of which have been with us for over five years, some ten years or more.

The book "Selling the Invisible" is primarily about marketing and customer service in the service industry (which is what we do). In it, the author, Harry Beckwith, writes, "In most professional services, you are not really selling expertise-because your expertise is assumed....Instead, you are selling a relationship." He also states, "Sweat the smallest stuff", and, "Make every client very happy every day." All are excellent advice that we at PriceFighter\$ follow every day.

From a broader perspective, every employee at FOSSAC has a "customer." It may not be a paying customer, but it is a customer nonetheless. It may be your supervisor (or anybody up your "chain", for that matter), or may be others in a different department (those that work in the administrative or IT functions of FOSSAC, for example, have LOTS of FOSSAC customers). The fact remains that the same rules and advice apply; customers must be well supported for the good of the entire command.

Who is YOUR customer, and what have you done for him lately?

More Delays In TSP Recordkeeping

FEDtechnology.com, Tuesday, February 13, 2001

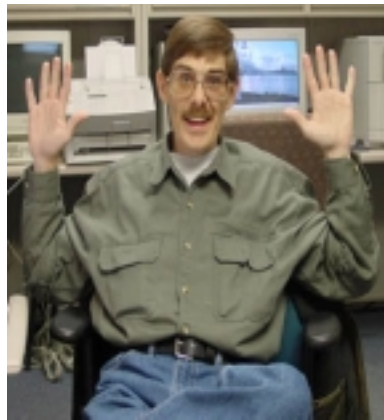
The Federal Retirement Thrift Investment Board has announced that there will be further delays in implementing the new Thrift Savings Plan recordkeeping system. While no definite date has been given, the system is not expected to be operational until next year.

The delay is caused by thousands of software bugs that must be fixed before roll out. American Management Systems Inc. was awarded the contract to create the new record keeping system in May of 1997. System launch has been postponed a number of times. Meanwhile, the Board is working on the current system so that military personnel can participate in the Thrift Savings Plan beginning this October. It is also working to add the International Stock Index Investment (I) Fund and the Small Capitalization Stock Index Investment (S) Fund by May.

In Memorium

Mr. Doug Scherer, an ISSOT representative at our Mayport, Florida Detachment, passed away on February 28th.

Doug was a member of the Presbyterian Church, served 22 years in Navy and retired as an Senior Chief Storekeeper. He is survived by his wife, Nenita, mother, Lola Virginia Scherer of Columbia MO, three daughters, Bella Manza of Sacramento CA, Christi King and Antoinette Vidiri of Blue Springs MO, four sisters, and six grandchildren. Doug had just celebrated his 45th birthday. He enjoyed working with computers and woodworking. Well liked by customers and co-workers alike, Doug will be missed by all.



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Pharmaceutical Prime Vendor Support

by Robin Boyette

Since February 1998, FOSSAC's ISSOT Region One has been the Pharmaceutical Prime Vendor and Medical Surgical Consolidation Point for NAVSUP in support of Defense Personnel Support Center. ISSOT contractors receive, (at Bldg 216, Norfolk Naval Base, Norfolk, VA), sort (by UIC), stow, redistribute and track pharmaceutical and surgical material.

The value of the current task order is \$625,000.00. We are currently processing an average of 50,000 shipments, with a 98% fill rate per year valued at \$6,000,000.00 at a cost of under \$11.00 per line item. The required turn-around time to receive and re-distribute the material is twenty-four hours.

ISSOT Region One ships pharmaceutical material to every country in the Far East except Australia and New Zealand. Examples of support include the Focus Log Lab in Honduras, MSC in Africa, Caribbean Islands, Mexico, Columbia and Venezuela. Further, we provided pharmaceuticals in support of relief to hospitals and we provide medical and surgical materials to nurses' offices for DOD schools in Japan and Germany. The pharmaceutical effort also includes 298 Navy ships in nineteen home ports and fifty-two shore based

units, all deployed battle groups including independent units; five area commands. Mainly supporting approximately thirty ships under the Special Mission Program and thirty-five ships of the Navy Auxiliary Force. We have provided support to approximately twenty-six units comprising the Maritime Prepositioning Force, Logistics Prepositioning Force and the Combat Prepositioning Force. For the Army/Army Reserve and Army National Guard, we are presently making or have made shipments to twenty-two units and for the Air Force/Air Force Reserve and Air Guard, we are presently making or have made shipments to fifteen



Robert Parks oversees an incoming shipment of pharmaceuticals

units. Finally, we provide medical kit building support to seven DLA depots.

We are receiving an average of 276 documents per day for fifty-eight different units. We perform a 100% QA including validation of quantity ordered vs. quantity received, validation of NSN match with NDC (National Drug Code) and shelf life expiration. Modes of shipments include MAC channel cargo via Air Mobility Command, local delivery, FEDEX and FEDEX International.

Hail & Farewell

by SKCM Ruggiero

Welcome Aboard!!

• LCDR Martinez who, after DAWIA training, will relieve CDR Copp as Director of the PriceFighter\$ Department.

• LT Brenna Conway who reported to FOSSAC Outfitting Department Feb 2001 from the USS *LT Brenna Conway* PELELIU (LHA-5).

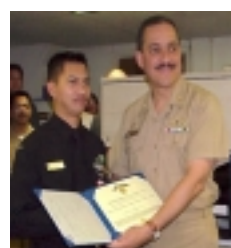


SK1 Allen Meadows

• SK1 (SW/AW) Meadows who reported to FOSAT's FASD Chesapeake Detachment Mar 2001 from the USS *THEODORE ROOSEVELT* (CVN-71).



Dolly Prescott



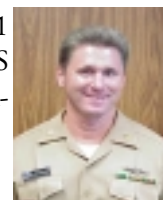
SK2 Gale receives his first NAM from USS PELELIU.

Farewell...

• MSCS(SS) Farnsworth departs for duty in Washington, DC on the white house staff. Best of Luck on your next assignment.

• Dolly Prescott who moves on to serve as Administrative Director at FTSC/LANT.

• Bob Smith who has accepted a position at Construction Battalion Center, Port Hueneme, CA.



MSCS Farnsworth



Bob Smith

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Bravo Zulu

by SKCM Ruggiero

Congratulations!!

- AKCS(AW) Roy Lee who received a Navy Commendation Medal (gold star in lieu of third award) for meritorious service as Supply and Logistics Outfitting Coordinator.
- MSCS Farnsworth who received a Navy Commendation Medal (gold star in lieu of second award) for his meritorious service as FOSSAC Food Service Outfitting Coordinator.

• AKC(AW) James Larimer also received a Letter of Commendation from Commander, Cruiser Destroyer Group Five for his service as Financial Supervisor on board USS NIMITZ (CVN 68).

• SKCM(SS/SW/DS) Wegiel who received a Letter of Appreciation from Naval Sea Systems Command for his outstanding logistics support.



Streamlined Travel Processing for PRECOM Ships

by DKCS(SW) Johnny Fuller

The number one disbursing operation problem with Pre-commissioned (PRECOM) ships has been the processing of travel payments. In the past, some ships have taken up to a year after commissioning to complete and submit Temporary Additional Training and Permanent Change of Station travel vouchers. This problem affecting readiness and crew morale has many contributing factors that create a virtual "monster" of paperwork for any Disbursing Officer. The issue is discussed at all levels in the commissioning process and incoming Commanding Officers are aware of the problem. Identified reasons can be lack of manpower, experience, human error, and/or not enough computer time. To combat this, FOSSAC's Disbursing Outfitting Coordinator developed an improved, streamlined travel process for PRECOM ships.

Some background information...after reviewing the situation, a proposal and implementation plan was drafted and submitted to Defense Finance and Accounting Service (DFAS), Indianapolis, for permission to establish the Integrated Automated Travel System (IATS), onboard PCU WINSTON S. CHURCHILL (DDG-81), being built in Bath, Maine. DFAS approved the process and forwarded the needed software to get started. In partnership with Personnel Support Activity Norfolk, VA and Personnel Support Detachment (PSD) Brunswick, ME, permission was granted to implement the new travel processing system. The Supervisor of Shipbuilding PRECOM Director, Bath, ME provided additional support and FOSSAC transferred additional older computers for the CHURCHILL and future PRECOMs to use as travel computers.

Here's how the new travel process works... it starts with the Prospective Commanding Officer

of the PRECOM appointing the prospective Disbursing Officer as the command's certifying officer for travel payments. Their disbursing computer is then loaded with the most current version of IATS and a database of the entire crew. To make the input process easier, newly reporting members fill out a travel data form upon check-in. The leading Disbursing Clerk (DK) for the PRECOM will create a file folder for each member of the ship and place all travel information in each member's folder. By reviewing each claim and knowing what was needed for completion, all claims can be processed properly. The leading DK will process claims (various types advances, partials, etc...) daily which are then audited by the Disbursing Officer/Certifying Officer. Once audited and found correct for transmission, two hard copies are printed, one for PSD's file and one for the ship's file. The travel data is dumped to a disk, and logged with a block number. The disk and hard copy are then taken to PSD to be transmitted to DFAS Cleveland with the daily workload.

With the new system, the DK can now work at any time on travel claims. No restrictions are placed on an availability of a computer. The end result is better service and quality of life for the crew, more control in processing of claims, fewer errors in computation, a well trained Disbursing Clerk in the area of travel processing, and a Disbursing Officer who understands audit and release of travel payments.

The new process is already paying dividends. At the final assist visit to the USS CHURCHILL, they had a grand total of 120 travel claims on file, well below the average 400-500 normally on file at this time. Time will tell if this new process will continue to pay off, but it's off to a great start.



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AK1(AW) Raquel named FOSSAC Sailor of the Year



by SKCM Ruggiero

Congratulations to Aviation Storekeeper First Class (Air Warfare) John R. Raquel, USN, who has been selected as the 2000 Sailor of the Year at the Fitting Out and Supply Support Assistance Center (FOSSAC). He is assigned to the Fleet Automated Supply Division Detachment, Space and Naval Warfare Systems Center Detachment Pacific (SPAWARDETPAC), San Diego, California.

An outstanding program evaluator, he expertly conducted the Technical Compatibility Testing of Wizard Works products and R-Supply program update that resulted in prompt release to fleet units. A savvy logistician, he worked with COMNAVSURFPAC staff providing assistance and training on five deploying Pacific fleet units in Aviation Inventory Management System (AIMS) database load. He conducted onload and offload inventory of Aviation Depot Level Repairable (AVDLR) materials onboard 12 COMNAVSURFPAC ships and provided training to more than 24 storekeepers of various units.

AK1(AW) Raquel served as a key player on SNAP II database reconciliation, clean up and shut-down for R-Supply implementation onboard USS DUBUQUE (LPD-8). He performed an inventory of AVDLR materials onboard the USS TARAWA (LHA-I), achieving 100 % validity.

Petty Officer Raquel's accomplishments have greatly contributed to FOSSAC's success. He launched himself into his new and unfamiliar duties with uncommon zeal and vitality. He is a dedicated professional who possesses impressive work ethic distinguishing him as a solid and proven candidate as this year's recipient.



by Multicultural Committee

The Month of March has been set aside as Women's History Month. This year's theme is "Celebrating Women of Courage and Vision." The purpose of Women's History Month is to increase consciousness and knowledge of women's history. It is intended to highlight the extraordinary achievements of women throughout our history, while recognizing the equally significant obstacles they had to overcome along the road to success. We are to remember the contributions of notable and ordinary women in hopes that the day will soon come when it's impossible to teach or learn history without any segment of our population being overlooked. To learn more, try these websites... <http://www.womenshistory.about.com>; <http://www.defenselink.mil/specials/womenshistory/>; <http://www.worldbook.com/fun/whm/home.html> <http://www.distinguishedwomen.com>

FESTEVENETS 2001

by Veronica Savage

Our fundraisers with FESTEVENETS last year were such a success, why not repeat it?

We've participated in the drawing and were assigned three stand dates. They are:

May 18, 2001 Concert At The Point (Friday)
July 4, 2001 Independence Day (Wednesday)
July 20, 2001 Reggae On The River (Friday)

We will need approximately 30 volunteers to work each day. All volunteers are required to report at 4:30 pm and shifts go until 10:15 pm. We will also need two supervisors for each event who will need to report at 4:00 pm. One supervisor will be responsible for reporting to the FESTEVENETS office to obtain the starting bank and one supervisor will report to the bar location to check the beginning inventory.

All volunteers should bring towels, hats and sunblock on hot sunny days. Exact locations of the bars are not yet available. This year, soda concessions will also be available for manning.

Keep your eye on the All Hands bulletin board as more information will be posted as details become available.

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NAVSUP Executive Director Visits FOSSAC by PJ Humphries



Mr. Eskildsen explains ISSOP operations to Mr. Glasco as Mr. Danny Cuevas updates records.

FOSSAC was the first stop on NAVSUP Executive Director, Larry Glasco's, bi-annual tour of all NAVSUP claimancy commands. Bright and early on 26 February, Mr. Glasco and his Aide, Mr. Matt Cooley, arrived at Building A-67 for a two-hour glimpse of what FOSSAC is all about.

They attended a short command brief and were

were then escorted to a Town Hall meeting to discuss NAVSUP's Strategic Plan with All Hands. Mr. Glasco spoke comfortably with all and fielded questions during the meeting. He was able to see our future home, Building Z-133, enroute to the ISSOP Region 1 Office. There he was given a walking tour of the warehouse operations and a brief explanation of a number of programs underway including Mattress loadouts and Pharmaceuticals.

It was a very successful morning and Mr. Glasco departed expressing his high praise of FOSSAC, its people and the great things we are doing.

Honorary PriceFighter\$

by Rich Capron

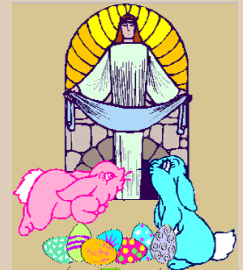
FOSSAC's Navy PriceFighter\$ had the pleasure in presenting Letters of Appreciation and Honorary PriceFighter\$ certificates to a number of individuals at Defense Supply Center Columbus recently. Awards were presented by Mr. Steven Barnett, Deputy Commander, Defense Supply Center Columbus, and Commander Dennis Copp, Director, PriceFighter\$, Fitting Out Supply Support Assistance Center, Norfolk, Virginia. Letters of Appreciation were given to Ms. Anna Austin, Mr. Norman Young, Ms. Joyce Keaton, Ms. Esther Hayden, Ms. Cindy Mills, Ms. Deborah King, Mr. Stephen Rodocker, Mr. Craig Freeman, Ms. Sara Hansford and Ms. Theresa Nunn for their outstanding support and initiative in pursuing the use of the Should Cost processes. These individuals directly contributed to the overall effectiveness and efficiency of the procurement system, which saved hundreds of thousands of dollars to the American tax payers. In recognition of this achievement, PriceFighter\$ were also pleased to present Honorary PriceFighter Certificates for their outstanding personal resolve, initiative, and selfless dedication to the Department of Defense's efforts in combating overpricing. In addition, these individuals demonstrated alertness and personal effort in challenging unreasonable prices, which actively supports the United States Government's concept of ensuring price reasonableness. The key to keeping cost down is informed and concerned users taking the appropriate action. So remember, we're only a phone call away. Congratulations on a job extremely **"WELL DONE!"**



DSCC personnel honored for their outstanding support and initiative in pursuing the use of the Should Cost processes.

Upcoming Events

March	Women's History Month
13 Mar	STAIRS Training, HRO Norfolk, W-143 Hampton Room
17 Mar	Saint Patrick's Day
19-23 Mar	Project Leadership, Management & Communications (Track IV)
10-12 Apr	Sea-Air-Space Exposition, Marriott Wardman Park Hotel.
11 Apr	GMT - Navy College Program
15 Apr	Easter
15 Apr	COMNAVREG MIDLANT Shift to Summer Uniform
16 Apr	Tax Day
17-19 Apr	NAVSUP Business Plan Strategic Off-site
19 Apr	Holocaust Remembrance Day
20 Apr	Work force for the 21st Century Board of Directors Meeting
23-27 Apr	Contracting for Project Managers (Track III)
30 Apr-2 May	Quality for Project Managers (Track IV)
May	Asian/Pacific American Heritage Month
13 May	Mothers Day
19 May	Armed Forces Day
28 May	Memorial Day



Easter Blessings

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FOSSAC News
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“Ninth House is Coming”

by Gina Napoli, Civilian Workforce Planning Office

We are very excited about NAVSUP's launch of the Ninth House Network. Ninth House is like no distance learning program you've ever seen before. The Ninth House Network is distance learning so advanced and fun that you won't believe you're learning. Its streaming video is interactive and meaningful. Ninth House Network is a combination of storytelling, parables, personalized mentoring, puzzles, and role-playing designed to specially cater to your personality type and learning style.

NAVSUP has invested in its employees by purchasing Ninth House 275 course licenses. The courses focus on six strategic core competencies that successful companies consider as most critical to their future: leadership, management, business essentials, communication, team building, and project management.

Ninth House Network understands that older learners want more human contact. That's why it's equipped with a soothing voice that acts as a personal mentor. By answering a series of short questions, the software can tailor a mentor with a personality style specifically tailored to fit each and every user. Experts such as Tom Peters and Ken Blanchard revive the ancient art of storytelling to illustrate their messages of sound business practices. Their parables are told in such a way that you will absorb and remember.



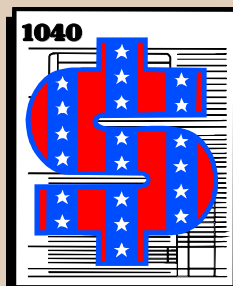
You can test what you've learned from the parables by using a series of interactive adventures. Virtual reality becomes actual reality as you are asked to make decisions based upon business situations. Each decision you make will affect the next scenario that arises, similar to what happens in real life. It's a great opportunity to practice business skills in a safe environment. Each learning module also offers games and activities that help reinforce the lessons.

Instant Advice, another Ninth House Network feature, offers solutions to common business challenges. You may access timely articles, case studies, and video vignettes in order to solve immediate business challenges and improve individual and organizational performance.

For those learners who want to share their experiences, questions, and expertise, the Learning Forum serves as Ninth House Network's online learning community. In addition, you can evaluate your progress at any time using Ninth House Network's Multi-Rater Assessment feature.

NAVSUP is offering these courses to all employees at no cost. This Command cares greatly about developing the “soft skills” that are so necessary in developing human effectiveness.

The pilot of the Ninth House Network will be taking place in late February 2001 at the Mechanicsburg installation for all those in NAVSUP Headquarters. Based on the results of this pilot and also technical considerations, field activities may be selected to phase in this wonderful learning tool. Point of contact is Kathy Williams 717-605-7313.



**Tax Day
Apr 16th**

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Omnibus Consolidated and Emergency Supplemental Appropriations Act for FY 2001

*Employee Benefits Update
2001-1, 3 January 2001*

The Omnibus Consolidated and Emergency Supplemental Appropriations Act for Fiscal Year 2001 contains a provision that increases incrementally the contributions limits to the TSP for participants covered by the Federal Employees Retirement System (FERS) and the Civil Service Retirement System (CSRS.) Beginning with the 15 May 2001 open season FERS employees may elect to contribute up to 11 percent of their basic pay; CSRS employees may elect to contribute up to 6 percent. These elections will become effective in July 2001. Effective January 2002 and each following year, the contribution limits will increase by one percent until January 2006, at which time the limit will be eliminated completely.

The IRS annual deferral limit (\$10,500 for 2001) remains in effect. There is also no impact on either the Agency Automatic (1%) Contributions or the Agency Matching Contributions.

Additional information about TSP is available on the TSP homepage at <http://www.tsp.gov>. Questions regarding TSP may be referred to the HRSC East Benefits Counselor as listed below.

If your last name begins with A-J, your counselor is Debbie Kuehl at (757) 396-7470, DSN 961-7470 or email Debbie_kuehl@east.hroc.navy.mil. If your last name begins with K-Z, your counselor is Angela Glover at (757) 396-7353, DSN 961-7353 or email Angela_glover@east.hroc.navy.mil.